GRUMMAN plane news

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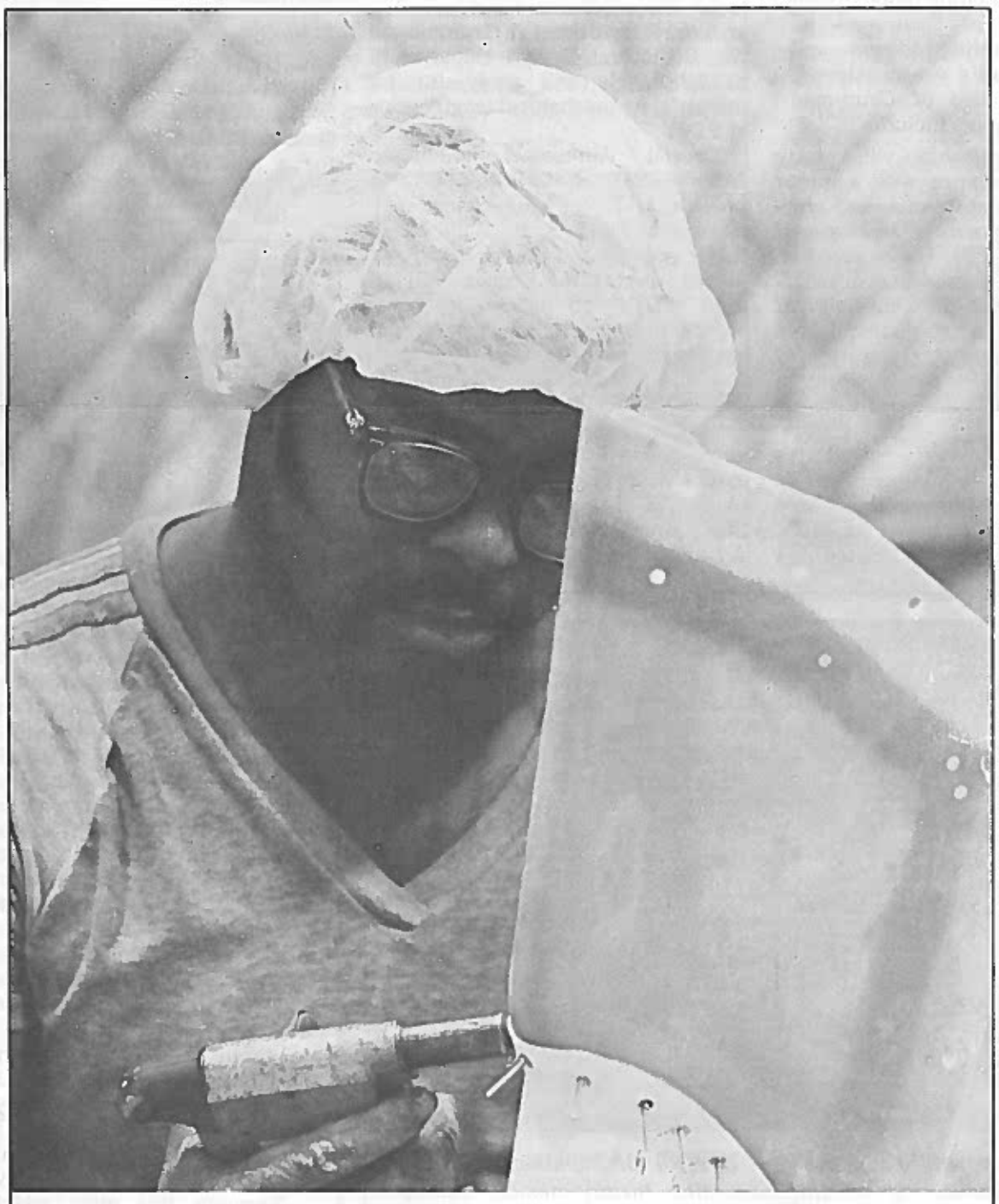
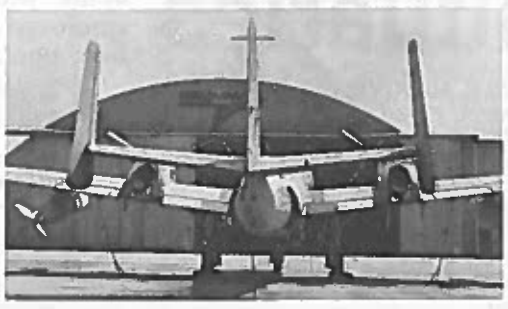


Part of the future. *Israel has selected Grumman Aerospace to build the composite wing and vertical tail of the new Lavi aircraft. Above, Grummanite Bennie Farley wears a protective cap as he trims an F-14 part at Milledgeville Operations manufacturing facility.*



Bright horizon for Mohawk

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Wanted: Master Craftsmen

- pg. 7

Kevin Blankinship

Richard Dubuke

Michael Glatman

Cecelia Jankowski

Joan Tebo

John Torres

Suzanne Wenz

Seven Grummanites named Master's Fellows

Seven Grummanites have been named 1983 Science and Engineering Master's Fellows.

The Grumman Master's Fellowship Program provides individuals who have demonstrated a special talent for technological inventiveness with the financial means to achieve a master's degree in fields of study related to aerospace technology. At the same time, Master's Fellows are offered the opportunity to broaden their industrial experience with Grumman. Benefits include payment for hours worked at Grumman, all employee benefits, tuition and fees, books, and a yearly stipend.

The 1983 class of Grumman Fellowship winners includes:

Kevin Blankinship will study applied mathematics with a minor in electrical and mechanical engineering at Polytechnic Institute of New York (PINY). He received an undergraduate degree in aeronautical engineering at the University of Michigan and a graduate degree from Massachusetts Institute of Technology. He currently works in control system analysis for the X-29 program.

Richard Dubuke received his bachelor's in computer science from Hofstra University in May 1979. He plans to study at PINY for his master's. He started his Grumman career in Grumman Data Systems and is now working in Software Systems for Grumman Aerospace.

Michael Glatman attended the University of Rochester as a Grumman scholar. He received a bachelor's in mechanical engineering, and started working at Grumman in the Structural Design Department in 1982. He will study for his master's in mechanical engineering at PINY.

Cecelia Jankowski graduated from SUNY Stonybrook with a bachelor's degree in electrical engineering in 1981. She has published three papers and has a company patent disclosure. Cecelia will attend PINY to study electrical engineering, specializing in digital signal processing.

Joan Tebo did her undergraduate work at Manhattan College and will continue her master's studies at her alma mater. She will major in mechanical engineering with emphasis in analysis of structures. She presently is assigned to Advanced Aircraft Systems.

John Torres studied aeronautical engineering at Embry-Riddle University. A Grummanite since 1981, he will study engineering mechanics at Columbia University this fall. He currently works as a stress analyst in Advanced Composites.

Suzanne Wenz, a Grumman scholar, graduated from Manhattan College with a degree in chemistry, in May 1982. Now working in Quality Control, she plans to study for a master's degree in polymer science and engineering at PINY.

obituaries

CHARLES E. MONIVIS of Prod. Control-Parts Control, Pl. 30, died May 15 at the age of 60. He had been with the company since 1967 and resided at 18 N. Pershing Ave., Bethpage.

CLARENCE L. NOVAK of Inventory Mgmt., Pl. 44, died May 16 at the age of 54. He had been with the company since 1973 and resided at 142 Brown Ave., Hempstead.

Personals

We would like to express our deepest appreciation to our friends for their expressions of sympathy and caring during the recent loss of my mother. Although we were in Texas, it was quite heartwarming to realize that our friends here were giving us their full support. Peter and Ann Strada

My family and I wish to thank everyone for their expressions of sympathy during the recent loss of my mother, Doris. Barry LaVallee and Family

letters

A great many people have participated in the M161 Program over the past seven years. The final acceptance of the first vessel by the Israeli Navy is a significant accomplishment. Since most of the people are no longer involved in the program, I thought *Plane News* would be an excellent means of communicating my appreciation to them:

The final-acceptance milestone for Vessel No. 1 was reached on April 24, as the result of your conscientious efforts. My thanks and congratulations to all of you who have helped make this moment possible. The M161 Hydrofoil is a product which you all deserve to be proud.

Hart Wagner
M161 Program Manager
Israel

Sterling circle. *Bill Lamberta (L), director of Manufacturing and Materials Engineering congratulates this history-making quality circle. The Grummanites of 'Template Ten' in Plant 2 — (L to R) Al Witzig, Lou Hahn, Herman Kovler, Trudy Jacilla, Lee Dorn, Tony Mellino, Val Martinoff, John Caruso and Aarne Kiiroja — make up the first quality circle to ever win a monetary award ($200) from Project Sterling. (Tenners Ken Hubner, Fred Pellicani and Harry Martinsen were not present for the photo.)*

PAYSOP report is in the mail

This month, you'll know how much of the company you own.

The PAYSOP (Payroll-based Stock Ownership Program) reporting system was started recently and the first quarterly statements will be mailed in mid-June to all Grummanites. These will show the value of each Grummanite's PAYSOP account as of March 31.

Contributing members of the Investment Plan will receive duplicates of their first quarter 1983 EIP statements with the addition of the value of their PAYSOP accounts.

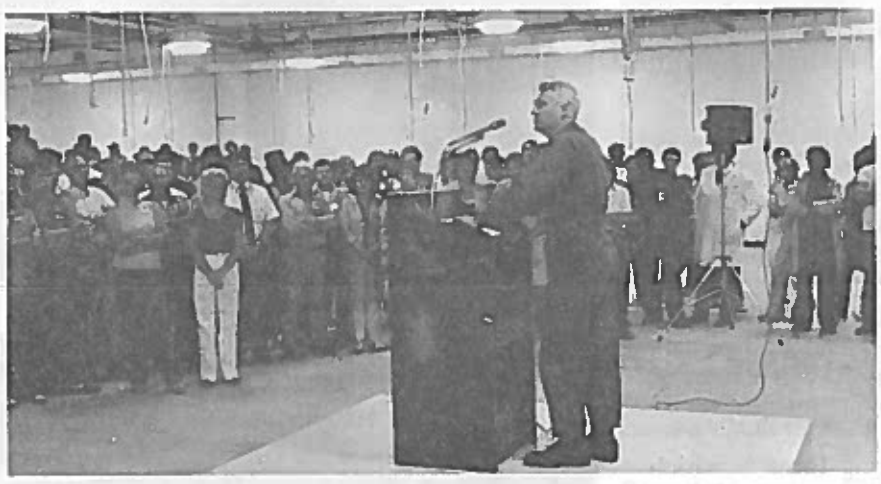
All future PAYSOP statements will be mailed on time.

Under PAYSOP all active, full-time employees acquire company stock at no cost to themselves. The amount of stock is equal to one-half of one percent of base pay. PAYSOP-generated stock is held in trust until the employee leaves the company.

Through this plan, which became effective January 1, all Grummanites become members of the Employee Investment Plan, even if they don't make contributions to any of the EIP's funds.

In the news

Mosaic overview. *During his recent tour of Grumman's Irvine Operations facility in California, Congressman Robert Badham (3rd L) received a briefing of the mosaic focal plane testing from Chuck Schmitz (R), Irvine Manufacturing Development manager. Accompanying the congressman on the Grumman tour were: (L to R) Larry Matthews, Irvine business manager; Kirk Keer, Irvine general manager and Argyle Nelson, congressional aide.*



Southern hospitality. *'I was impressed,' said Capt. Roy Buehler of his recent visit to Plant 66 in Milledgeville, Georgia. Buehler, the Naval Plant Representative at Grumman, said the Grummanites he met there are a 'very dedicated and spirited group.' This was Buehler's first visit to the composites manufacturing facility.*

Grumman wins pact to build wings, tail for new Lavi aircraft

Grumman Aerospace has been selected by the Israeli Aircraft Industries to build the wing and vertical tail for the new Lavi aircraft.

Under the multi-million-dollar contract, Grumman will develop the components for the single-seat, single-engine attack aircraft from lightweight composite graphite-epoxy materials. The company will then produce a limited number of parts for the first production run of the Lavi.

Current plans call for total production of 300 aircraft with initial delivery in 1990.

"We are happy to have been selected by the Government of Israel to participate as a major contributor to the Lavi program for the design, development and initial fabrication of an all-composite tail and fuel-carrying wing," says Grumman Aerospace President, George Skurla. "We believe we have the people, the facilities and the experience necessary to meet all contractual requirements successfully."

Skurla says that composite work on an aircraft like the Lavi coincides with work already underway at Grumman so that it enhances the company's design and manufacturing expertise of advanced composite structures.

Advanced composites are nonmetallic materials containing high-strength, low-weight fibers, such as boron, graphite or aramid, in an epoxy resin base.

That Grumman touch. *When British Aerospace rolled out its new Model 125-800 business jet on June 1, viewers got a close-up view of Grumman's lightweight nacelle. These nacelles, which are assembled at Stuart Operations in Florida, house the business aircraft industry's newest fuel-efficient engine, the TFE 731-5 from Garrett Corp.*

GRUMMAN plane news

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Pearson elected Grumman Houston head

Robert Pearson has been elected president of the Grumman Houston Corporation. Pearson replaces Jack Buxton who recently retired.

Pearson had been executive vice president and chief operating officer of Grumman Houston, which is a wholly-owned subsidiary of Grumman Aerospace. He is also a member of Grumman Houston's board of directors. His election was made by the board of directors of Grumman Aerospace.

Pearson became executive vice president last year, upon leaving Grumman Data Systems, where he was a senior vice president.

He joined Grumman in 1973 as GDS vice president of Corporate Development. In 1974 he became vice president of Systems and Products. Five years later, he was elected senior vice president with responsibilities for Marketing, Development, Operations, Automated Test Systems and the Grumman Account.

Before joining Grumman, Pearson worked for Federal Systems and OEM Marketing in Washington, D.C. He also served as a corporate officer of Mohawk Data Science Corporation and general manager of its Research and Development Center.

Pearson received a degree in mechanical engineering from Iowa State College in 1949, and pursued graduate studies at Northeastern University.

Bob Pearson

Rugged OV-1 Mohawk ke
sharp eye on battlefield 1

All is quiet on the front. Confrontations have been nill for the past several months. But, tonight the enemy is launching a massive assault. The foul weather supplies an excellent cover for this surprise ground attack.

Off in the distance, a lone Army OV-1 Mohawk is on routine patrol. Normally hidden by darkness, camouflage or terrain, the enemy's tanks, mobile missile launchers and troop carriers can not escapė from the scrutinizing eyes of the OV-1.

Packed with sophisticated surveillance equipment, the bug-eyed Mohawk spots the enemy's march toward no-man's land. Within seconds, the OV-1 starts sending details via data-link to the Army command post on the ground. Thanks to the Mohawk, the Army gets a chance to analyze the enemy's movements and launch its own attack to squelch the advancing forces.

Since the early Sixties, the Grumman OV-1 Mohawk has been giving Army battlefield commanders a sneak preview of what's happening "over the hill." A testimony of the Grumman Ironworks and its adaptability to change, the Mohawk is slated to serve as the backbone of the Army surveillance team through the mid-Nineties.

To continue serving on the frontline with the troops, Grumman Mohawks will have to undergo several changes over the next several years. "A new radar system, block improvements to the avionics, and an extended airframe life program are on the horizon for the Mohawk," states Tom Doyle, OV-1 Program manager at Stuart Operations in Florida.

What's on scope?

Today, the all-weather surveillance plane equipped with SLAR (Side Looking Radar) can search for enemy targets in both daylight and darkness. In the cockpit, the Mohawk observer can view both fixed and moving objects on the ground along the flight path. Using the two side-by-side cathode ray tube (CRT) screens, the observer can keep track of enemy troop strength, ground traffic, supply routes and ammunition depots. One CRT screen features the fixed targets, while the other shows the moving objects. In addition, the SLAR image is being captured on film, processed onboard and then via data link transmitted to an Army ground sensor terminal in near-real time.

Quicker, better detection

In recent years, the Army has been researching and developing new radar concepts that would pick up even more enemy information and transmit it back to the ground station even faster. At the same time, the U.S. Air Force was looking into more advanced radars to serve its needs — and also searching for a system with real-time capabilities.

"In May 1982, a task force formed by the Under Secretary of Defense for Research and Engineering directed that the Army and Air Force requirements be combined into a single program," reports Joel DiMaggio, Grumman's director of Army Marketing. The result was the establishment of the Joint Surveillance Target Attack Radar System (Joint-STARS).

"Although finding slow-moving targets will be its main objective, Joint-STARS with its electronic scanning capability, will be a real-time, multi-mode system," says DiMaggio. "It will feature a high resolution fixed target indicator ability."

The Army has selected its Grumman Mohawk to be the platform for this advanced radar system. There are currently four potential bidders for this new radar — a Grumman/Norden team, Hughes, Westinghouse, and General Electric. "An award to one of these bidders is expected by early next year," states DiMaggio.

On the engineering boards

In anticipation of the Joint-STARS radar being added to the Mohawk surveillance systems, the engineers at Stuart Operations are busy working on block improvements that will be made to the Mohawks avionics in 1985.

"Some of the avionics onboard the Mohawk are getting a bit dated and can no longer be supported," says Doyle. "New communications, navigation and autopilot/flight director systems are just a few of the block improvements planned for the Mohawk.

"These changes will enable the Army to better support and maintain the Mohawk down the line," states Doyle.

A mighty force at work

"Years ago, we predicted a 7,000 hour life for the OV-1," reports Doyle. "Today, some of the Mohawks are approaching this figure."

With the extension of the Mohawk's service life into the mid-1990s, an engineering analysis must be made to determine what additional structural modifications should be incorporated during this decade to extend the versatile Mohawk's Army career.

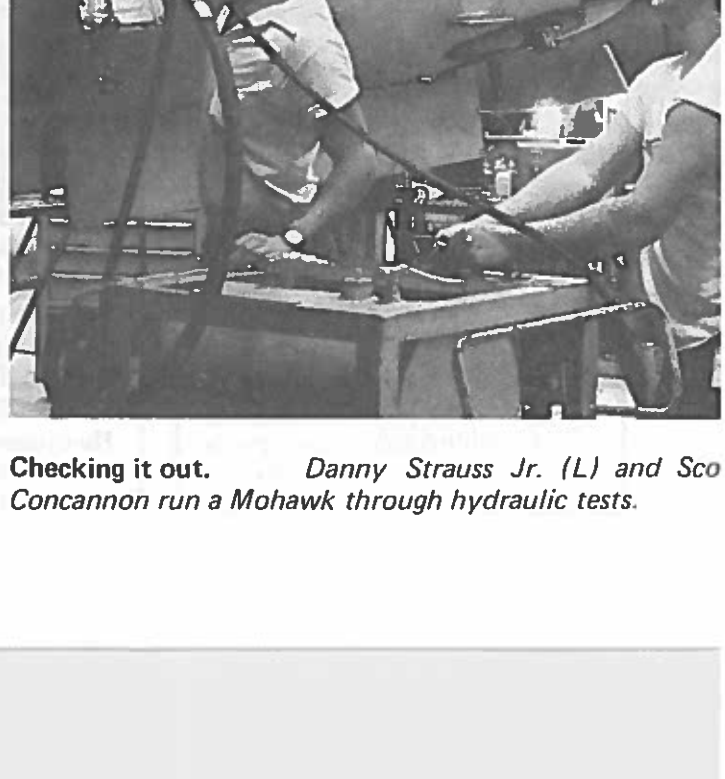
Stuart's Mohawk engineering force — which represents more than 1,000 man years of Mohawk design experience — is also working closely with the Army to extend the life of the plane's airframe.

While improvements to the current SLAR radar system and the upcoming Joint-STARS system are continually extending the Mohawk's all-seeing eye, the Mohawk must still fly unescorted in hostile airspace.

Survivability continues to be a key area of emphasis in the ever-evolving life of the OV-1. Engine hot metal and plume suppressors, flare/chaff dispensers and other radar warning features are being added to the Mohawk. In addition, there is the new low infrared reflectivity grey color scheme.

Standing on the Stuart flight line, Lt. Col. Max Davison, commander of Defense Contracts Administrative Services (DCAS) at Stuart, points to a newly re-manufactured and freshly painted Mohawk taxiing out to the runway.

"By the time the aircraft reaches that pine



Mohawk fan. *Bruce Tuthill says 'The Mohawk is built like a bulldozer; it's so strong.'*

Checking it out. *Danny Strauss Jr. (L) and Sco Concannon run a Mohawk through hydraulic tests.*

eps
or Army

tree she'll be airborne," states the colonel, who flew armed OV-1s during the Vietnam Conflict. He doesn't have to raise his voice to be heard. The twin turboprop plane is just emitting a low whine as it rolls down the runway.

The OV-1D is airborne by the time it reaches the scrub pine. And, even though it's a clear day at Stuart, the grey plane quickly disappears into the blue-gray horizon.

"I'm convinced that the plane has a tremendous future in Army aviation," states the colonel. "Especially in these times of limited dollars, the Mohawk definitely offers 'more bang for the buck.' It's some machine — the finest I've ever flown."

The Mohawk's record speaks for itself — 23 years of Army service and it will still be giving Army battlefield commanders a sneak peak "over the hill" in the year 1995.

On the line. *As an OV-1 nears completion, it's rolled out to the flight line. Of the 380 Mohawks built by Grumman, 153 are still in active service.*

Precision work. *Don Robinson predrills cockpit glass for an OV-1 on the overhaul/modification line at Plant 77.*

Front seat. *Grummanite Jeff Schipley performs electrical installation in an OV-1 cockpit at Stuart Operations.*

This is 'hawk territory

STUART, FLORIDA — The Army's plan to extend the Mohawk's career through the next decade is good news for the 350 Grummanites currently working on the program here. But it comes as no surprise to these Grumman men and women. They've always had a lot of pride and confidence in their bug-eyed surveillance plane.

"The Mohawk is built like a bulldozer; it's so strong," says Bruce Tuthill, as he works on an engine cowling. During the re-manufacturing/overhaul program, Tuthill has been tearing down and building up Mohawks for over 14 years.

"When Grummanites upgrade and convert previous model Mohawks to the latest OV-1D version, the Army gets a newly manufactured aircraft except for retaining total flight hour availability," says Tom Doyle, OV-1 Program manager. "That includes every rivet." The entire procedure takes 11-12 months.

"There is nothing like stripping down an aircraft and several months later seeing it rolled out of the hangar like a brand new plane," says foreman Bob Fox. "It's a great feeling of accomplishment. There aren't too many programs where you can see your product fly over the fence."

Grey beauties

Since 1973, the overhaul and conversion program has been going great guns at Stuart. Today, the airstrip apron is lined with battle-weary, brown Mohawks ready for overhaul and new, freshly painted OV-1Ds in the new grey color scheme.

"When I started here 16 years ago, I looked at the Mohawk and said to myself, 'Boy, is it ugly'," says plane captain Gerry Maxwell. "But it really grows on you."

Like fellow Grummanites at Stuart, Maxwell has a special feeling of pride and accomplishment when he sees a spiffy, newly overhauled or re-manufactured Mohawk on the flight line.

"I've seen Mohawks return from combat in Vietnam all shot up — and the plane still flew in here with all those holes in them," says Maxwell. "One had a gaping hole in the tail section over a foot-wide in diameter."

The Stuart Mohawk team has even remanufactured and overhauled battle-damaged OV-1s that have arrived in crates.

Good people make a good plane

The esprit de corps does not go unnoticed by visitors to this Florida operational center. Tool boxes are decked out with Mohawk decals and it seems every member of the OV-1 team owns at least one Mohawk T-shirt.

Judging from the Army's plan to continue using the versatile surveillance plane through the next decade, the Employee Services office will have its hands full keeping well stocked in Mohawk memorabilia.

Even after 26 years of active service, the Mohawk is not ready to be a collector's item.

people

Good scout

Grummanite James Urban received the Boy Scouts of America "Silver Beaver" award for his contributions to scouting from the Suffolk County Council recently.

A Grumman avionics technician for over 20 years, Urban has been involved in scouting since

James Urban

his childhood in Illinois. In 1982, he was awarded the President's "Award of Excellence" for his lifetime contributions to scouting.

Eye of a pro

For the second year in a row, Grumman photographer Bob Settles is volunteering his services to the High School of Art and Design in New York City.

Settles is evaluating student portfolios in the Regents credit. "Many students participate," says Settels, "in addition to a number of commercial and industrial photographers. We discuss and give our opinions of the student's work.

"All in all, it is stimulating experience which serves a very worthwhile purpose," states Settles.

Equestrian tale

One of the best horse trainers around works in Plant 66, Milledgeville, Georgia; but you'll never find one of her horses in the Kentucky Derby.

Diane Duvall trains quarter horses. These saddle horses, once popular in short distance racing, were bred to control cattle. Today you'll find these horses' skills being displayed in competitions which draw big crowds in the Southeast.

"I've been raising quarter horses since I was 16, " says Diane. But she had fallen in love with quarter horses years before that. "We were living about two miles from an auction barn," she recalls. "I rode horses in the ring for the auctioneers." (It was good business. "Horses always brought more if girls rode them.")

Eventually, she and her husband, Larry, whom she met at a rodeo when he was an amateur rider, were training and showing quarter horses on weekends themselves. When they weren't winning prize money ("You can only collect so many trophies and ribbons.") they were selling horses. "A really good quarter horse to show, for the average person, would cost about $6,500," she explains.

They got out of the business for a while because the costs kept rising, though Diane would train a few horses to keep her own horse in feed. And she follow the competitions by working as a judge.

Now, they're entering shows again. They have extra help,

Diane Duvall

from their son, Reid. "He could spin horses when he was three years old," she proudly says. As she helped auctioneers get a better price, so will he help his family. "People would see a little boy on the horse and feel it was easy enough for them to handle."

Top citizen

Gerry Markham, a Grumman field rep stationed at the Whidbey Island Naval Air Station, Washington, was named "Citizen of the Year" by the North Whidbey Chamber of Commerce.

Markham was cited for his work in Oak Harbor's revitalization program: he has lived in Oak Harbor for the last 15 years.

Doctor in the house

Tom Kelly, Grumman Aerospace vice president, deputy director — Technical Operations, was awarded the honorary degree of Doctor of Science by the Agricultural and Technical College of the State of New York at Farmingdale, Long Island. Dr. Frank Cipriani, the president of the school, made the presentation to Kelly during the school's 64th commencement exercise, held on May 22.

New assignments

The following Grummanites have received new assignments recently:

Administrative Services - Joseph Lombardi, assistant manager, Reprographic Services; Fred Hoffer, assistant supervisor (night), Reprographic Services; Imogene Barrow, group leader, Repro Distribution.

Benefits Department - Robert Gurtner, administrator, Employee Investment Plan.

Calverton Operations - Richard Ferry, Plant 8 operations manager; Carnell Evans, supervisor, Production Avionics Test and Repair; William Irish, foreman, VAST and SACE; Kenneth Maloney, planner, Budget, Planning and Control; Al Russo, deputy director - Calverton Engineering, in addition to his other duties; William Shannon, manager, Resource Control; Raymond Lombardi, supervisor, Project Control.

Medical: John Brody, Medical Department administrator; Mary Jennerich, assistant supervisor of nurses.

calendar

Aikido Club: (Martial Arts) every Wed., 5 p.m., Recreation bldg. Beginners class. Guests welcome. M. Brooks, Ext. 115-6171/H. Brondo, Ext. 2719

Alcoholics Anonymous: every Mon., 4:30 p.m., Pl. 15, conference room C, closed meetings; Personnel Relations, Ext. 3521, Great River meetings: every Wednesday, 4-5 p.m. T. Connolly, Ext. 3521, Calverton: Chemical Dependency Discussion Group, every Mon., 4-5 p.m., Guard Hdq.; open meeting. Personnel, 369-6759, C. Robb, Ext. 117-7038

Amateur Radio Club: every 3rd Wednesday of the month. Plant 5 conference room BD-1, 5 p.m. B. Wengler, Ext. 4187

ASHRAE: Sat., June 11, Garden City Hotel, Garden City, 8:30 p.m. Installation of Officers Dinner Dance. Guests welcome, reservations only. A. Rubenstein, Ext. 0725

Chess Club: every Fri., Recreation bldg., 5 to 11 p.m. Beginner-Expert, guests welcome. K. Marley, Ext. 4901/N. Corso, Ext. 9600

Coin Club: (Calverton) every Fri., noon lunch, Pl. 6, A-6 Action Center conference room. Grumman employees welcome. N. Evangelides, Ext. 117-7242

Computer Club: 1st and 3rd Mondays of every month, Recreation bldg., 5 p.m. Computer discussion and demonstration/ beginner to advanced programming. Guests welcome. J. Hayne, Ext. 4945/P. Frumkin, Ext. 5134

Dance Club: every Wed., 5-8 p.m., Recreation bldg. Guests welcome. S. Koppell, Ext. 115-3800

Duplicate Bridge Club: every Thursday, Recreation bldg., 6 p.m. Guests welcome. P. Gill, Ext. 115-8414

Equestrian Club: every weeknight, Knoll Farm, Brentwood, 6 p.m. Grumman employees and immediate family only. J. Eisenhower, 115-6211

Fencing Club: every Wed., 4:30-6:30 p.m., Recreation bldg. Free instructions, guests welcome. J. Hayne, Ext. 4945/P. Chaldaris, Ext. 3486

Folk Dancer's Club: (Calverton) every Thurs., 2nd floor, Pl. 6, lunchtime, Grumman employees only. J. Hamelman, Ext. 117-6835

GACE Flying Club: Mon., June 20, Cosmopolitan, Republic Airport, 5:15 p.m. Monthly membership meeting. Guest speaker will be Allen Dorwin, F.A.A.-G.A.D.O. Office. Guests welcome. R. Reisch, Ext. 4847

Motorcycle Club: Wed., June 15, Recreation bldg., 5 p.m. Regular monthly meeting. Guests welcome. B. Coutieri, Ext. 4828

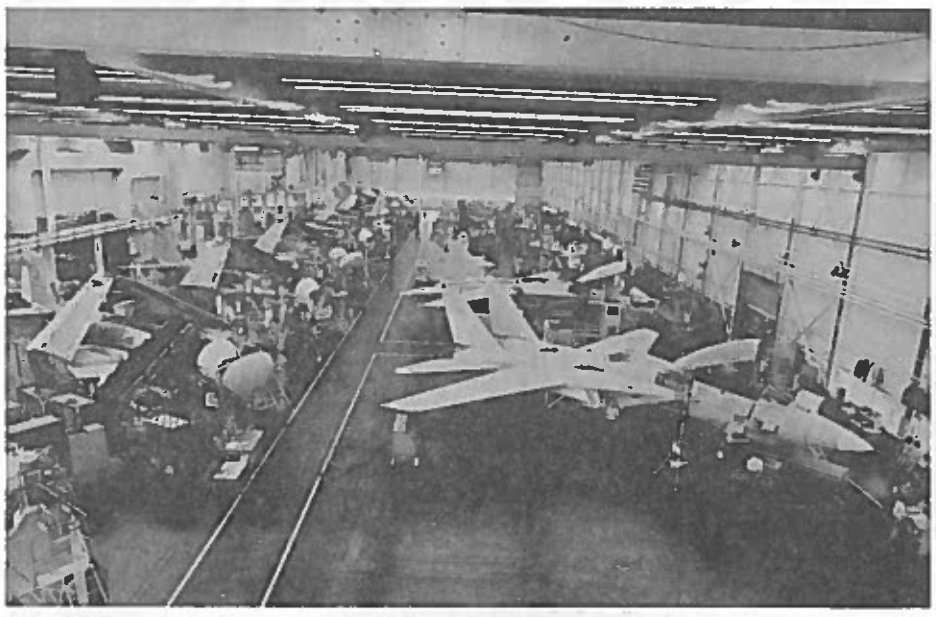
Karate Club: every Tues. and Thurs., Recreation bldg., beginners 4:30 to 5:30 p.m., advanced 5:30 to 7:00 p.m., black belt instructors, physical and mental development; guests welcome. T. Ortiz, Ext. 4555

Roller Skating Club: every Thurs., Levittown Skating Rink, 7:30 to 11 p.m. Lessons 6:30 to 7:30 p.m. Guests welcome. H. Denen, Ext. 2291

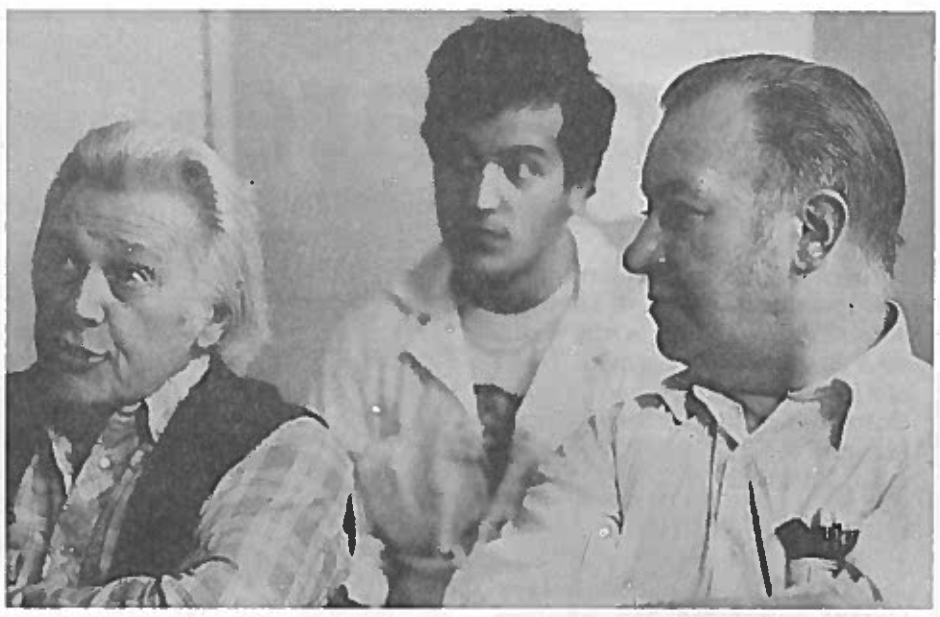
Stamp Club: First three Wed. of every month; 5-6 p.m., Pl. 35 cafeteria; trading sessions and discussions. S. Hoops, Ext. 3926

Table Tennis: every Thurs., Pl. 24, 5 p.m. and every Fri., Recreation bldg., 5 p.m., also every lunchtime. Beginners and guests welcome. B. Fabricant, Ext. 9307

Tap Dancing Club: every Mon., Recreation bldg., Beginners; 4:30 to 5:30, Intermediate; 5:30-6:50 p.m. Guests welcome. P. Tropea, Ext. 2260



Masterwork. *The high performance of Grumman aircraft is possible because of the high performance of the Grummanites who build them. Master Craftsmanship will reward the top shops.*



Learning the score. *Grummanites in Plant 1 discuss the workings of Master Craftmanship. It will mean less rework, more profits, more money for standout shops.*

The challenge: championship quality

The New York Islanders didn't become four-time Stanley Cup champions by being lucky, they did it by being master craftsmen on ice.

Starting July 5, more than 5,000 Grummanites in Manufacturing will be out to win in the biggest game in town — keeping Grumman successful. They'll be starting a 365-day long season to try and shut out rework with Master Craftsmanship, the next level up in the Pride of Workmanship program.

The co-directors of Master Craftsmanship — Vice President-Security and Corporate Services Bill Voorhest and Joe Kingfield, director of Corporate Quality and Safety Operations — have high hopes for this new program.

"Our customers are taking a long look at their suppliers. In our industry, only the best are going to survive," says Voorhest.

Kingfield states that, "In the seven years that we've had Pride of Workmanship, we've cut our rework rate by one-third. We'd like to continue that successful performance trend by going to that ultimate Master Craftsmanship goal of zero rework."

So Master Craftsmanship was set up to help Grumman do an even better job of keeping ahead of its competitors.

"Quality of work can be measured by the time and money spent on reworking parts," explains Joe Mulé, supervisor of Statistical Automated Systems and the man overseeing the Master Craftsmanship program. The shops that do the highest quality work save the most money, and they will be identified and rewarded.

Rules of the game

There are statistics showing the defective part rate and rework rate on the shop, plant and responsibility center (Bethpage Ops, Stuart Ops, etc.) levels. Based on those statistics, Master Craftmanship will set new rework rate goals for the center and plant: the average of their best months and their average rework rate for the entire year.

Each shop department of 25 to 50 people in Manufacturing's operations centers will be considered a team. Team performances will be judged by the greatest improvement or consistently low rework rate — the Craftsmanship Index (CI).

For a team to be a winner, its center and plant must meet their rework goals. The team also must have a lower rate of defective parts than its CI and beat its CI by a wider margin than other teams in the plant.

All team members will be able to see on their team's scoreboard how well they are doing. Each scoreboard will be updated every month and will show if the team is meeting its own goals, where it stands against other teams in the plant and how well its plant and responsibility center are doing. "The person on the shop floor will be tracking the same kinds of data as in corporate management," says Mulé.

The champeens

As long as a responsibility center (and its plants) beats its rework goal for the year, the members of the top teams in those plants could take home up to $350 (tax-free) at the end of the year.

There will also be monthly "Craftsmanship" awards. These will be ESO gift certificates. "The first monthly awards will probably be made around September of this year," Mulé says.

Taking over

"Master Craftsmanship program is the next phase of Pride of Workmanship, which gave away hundreds of thousands of dollars worth of awards since 1975," Mulé points out.

Master Craftsmanship has taken two years to develop. "It evolved slowly, in steps, and we benefited from that," he states. "A pilot program gave us the opportunity to shake out any problems."

Now, the last of the Manufacturing-wide kick-off meetings are being held and the program is ready to help Grummanites move the company's performance closer to perfection.

"Individuals want to feel that they're affecting the corporation's performance, and they should," says Mulé. "From beginning to end it's how well manufacturing people do their work that determines the ultimate quality of our product."

Says one manufacturing person, Walter Kozikowski of Plant 1, "We'll try to be the Islanders of this aircraft company!"

'I'm going to try to look for better ways to do my job.'

– Karlo Descalzo

'Any problems we come across we present for inspection. We have that pride.'

– John Proscia

'We'll try to be the Islanders of this aircraft company.'

– Walter Kozikowski

scorecard

Vette lovers

Corvette lovers at Grumman are forming a club on Tuesday, June 21, at 5 p.m. in the Plant 28A Recreation building. If you are interested in joining this new Corvette Club, call Kathy Mazzara, Ext. 9393 or Rose Bain, Ext. 0224.

Runner's delight

On May 15, Grummanite Dick Opsahl completed the Yonkers Marathon in three hours and nine minutes. He placed second in his 50-54 age group.

Roses for sale!

You can buy miniature roses during this year's Garden Forum Rose Show, scheduled for June 16 in Plant 30. Of course, those of you who grow roses can enter your best budding beauties in the competition. Go to your Employee Services office for rules and regulations.

Forum member Lillian Fink will give a demonstration on the culture and uses of herbs during the show.

Weighty subject

Just can't keep away from the 'frig on you own? Join Recreation's weight control program called "Weigh In."

The program stresses behavior modification and will teach you some interesting recipes which will help make this program successful for you.

Sessions are held on Tuesdays from noon to 1 p.m. in the Plant 28A auditorium. The cost is $5 for your first session, $4 for each succeeding session.

Outstanding orchids

For the second year in a row, Grummanite Bob Woodwell and his prize-winning orchids couldn't be beat. Bob won best-in-show at the sixth annual Stuart Operations Flower Show.

Other ribbon winners (in order of placement) were:

Terrarium — Tony Danza, Gill Stallings. Cactus — Robert Waring, Robert Stillfried. Succulents — Steve Wismann, Robert Stillfried. Cut Flowers — James Duncombe (1 and 2).

Orchids — Bob Woodwell (1 and 2). Hanging Plants — Robert Waring, Bill Sees. Houseplants (over 18 in.) — Judy Porter (1 and 2). Houseplants (under 18 in.) — Augie Cappiello, Robert Waring.

Flowering Houseplants — Leon Green, Augie Cappiello. "Whatever" — Fennel: Tony Danza; Air Plant: Lee Bell.

Near perfect

The Grumman varsity ISU (centerfire) pistol team took first place in the Long Island Industrial Rifle and Pistol League (LIIRPL). The team finished the year with a remarkable 11-1 record, far ahead of second place finisher, Old Bethpage, which had an 8-4 record.

Mr. Orchid Man. *Vice President Ed Dalva (L) congratulates Bob Woodwell for winning top prize in the annual Stuart Flower Show for the second year in a row.*

Kick out of winning. *Grumman Aerospace President George Skurla and varsity soccer coach Leon Akl show off the first annual Aerospace Challenge Cup trophy. The varsity booters beat Fairchild-Republic, 4-3, at the Nassau Coliseum. Members of the winning team were (L to R) standing — Jessie Suapingco, Chuck Russell, Rick Smith, Wally Scheu, Leo Connell, Ray Kirschenheiter, Joe Kanzler, Otto Stanaitis, Tony Kufner and Bill McGloin; kneeling — Pete Cullen, Vito Cangiolozi and Geof Sutfin.*

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